



Endeavor Board Meeting Agenda: September 21, 2021

7:30 PM in the Multi-Purpose Room and via Zoom:

<https://us02web.zoom.us/j/84256878711?pwd=cEwrcmY2OFdnbmd5L3NJJaWc2clVvQT09>

Present:

Board Member	Position	Committee	Term Start	Term Ending	Present
Amy Tharrington Start: 4/8/2019	Member	RDC	7/1/2019	6/30/2022	No
Jaelyn Parks Start: 4/8/2019	Member	RDC (Chair)	7/1/2019	6/30/2022	Yes
Bill Kroll Start: 5/19/2016	Chair	Finance	7/1/2019	6/30/2022	Yes
Chris DeRienzo Start: 2/23/2021	Member	Governance	7/1/2019	6/30/2022	Yes
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2020	6/30/2023	Yes
Ashley Hicks Start: 6/15/2017	Member	RDC	7/1/2020	6/30/2023	Yes
Kim Keith Start: 5/25/2017	Vice-Chair	Governance	7/1/2020	6/30/2023	No
David Roy Start: 2/23/21	Member	Finance	7/1/2020	6/30/2023	Yes
Nick Cerullo Start: 3/19/2018	Member	RDC	7/1/2021	6/30/2024	No
Israa Kanfoud Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2021	6/30/2024	Yes
Dustin Embrey Start: 2/23/2021	Member	RDC	7/1/2021	6/30/2024	Yes

Call to Order:

Bill Kroll

- Bill Kroll called the meeting to order at 7:10 p.m.
- Mission Statement: Endeavor Charter School’s mission is to engage K-8 students by integrating a challenging, hands-on academic program with multi-faceted fine arts courses in a familial environment.
- Vision 2018: Endeavor Charter School’s vision is a community of educators and families working together to graduate students who are motivated and curious, capable and confident, and prepared to make a positive impact on the world around them.

Approval of Agenda:

Tracy DeMarco

- Tracy DeMarco moved to approve September 21, 2021 Agenda. David Roy seconded, and the motion passed unanimously.

Approval of Minutes:

Tracy DeMarco

- Tracy DeMarco moved to approve the July 25, 2021 and August 10, 2021 Minutes. Bill Kroll seconded, and the motion passed unanimously.

Foundation Board Update:

Michael Reinhardt

- Michael Reinhardt reported that the Foundation Board met on September 2nd, and the Board made a number of changes to its membership. Erik Grimsguard is new Foundation Board Chair. Nathan Newell is Foundation Secretary. Michael Reinhardt will remain an at-large member through the duration of the School construction.
 - Bill Kroll noted that Michael has been on the Foundation Board since July 2017. He exerted his commitment when the School decided to begin the expansion project. Bill thanked Michael for his leadership and noted that Michael has been instrumental at every stage of the expansion project—from identifying potential design-build firms to serving as one of the School’s main point of contacts with BCCG.
 - Bill noted that Foundation Board member Nick Fink also agreed to extend his term through the end of the construction process and thanked Nick for his service and leadership during this important moment in the School’s growth.
- Michael next gave an update on the construction process. He reported that auditorium seating and carpeting installation will resume this week after pausing to resolve some design concerns. The parking lot and on-site asphalt has been completed. BCCG is working on landscaping in the stock-piled area, which will eventually be a nice, flat surface that the School can utilize for outdoor activities. BCCG continues to work on resolving items on the punch list we gave them. Michael reported that offsite work is nearly complete, and BCCG will begin reconnecting the sidewalk and installing easement landscaping along the roadside. Michael and Bill met with BCCG last Thursday to discuss traffic light installation. BCCG expects the light to be functioning in the next few weeks.

PAWS Update:

Amanda Ford

- Amanda Ford reported that PAWS applied for a cultural arts grant and residency grants. Allison Blatz spearheaded effort and is already working to engage performers for spring performance. PAWS is in the process of engaging a dance group to perform in our new auditorium, and PAWS will also engage a poet-in-residence for the spring semester. The poet will work with middle school students, and the program will culminate in a poetry slam.
- PAWS has been working with parent ambassadors for each grade to coordinate basket contributions for the Fun Fest silent auction.
- PAWS is also still working on a system to address Café Days orders for students who are out on quarantine. PAWS is handling requests on a case-by-case basis, but noted that it is a very time-consuming job for volunteers.

Committee Updates:

- Finance Committee

Israa Kanfoud

- Israa Kanfoud reported that the latest update for the construction project is the School will end up slightly below budget. Israa explained that these savings will help the School cover the cost of items that were not initially in the budget. Israa reported that off-site reimbursable work likely will also be under budget—about \$4,000 lower than planned.
- Israa next explained that the Finance Committee is working to refresh the budget now that we have a few months' experience with the new building and better understanding of the utilities and other recurring costs for that new space.
- Israa presented BCCG's September invoice in the amount of \$630,152.35. Israa explained that the invoice amount is in line with the budget, and the School expects 1-2 additional invoices before project completion.
 - **Israa Kanfoud moved to approve payment of \$630,152.35 to BCCG for construction expenses. Bill Kroll seconded, and the motion passed unanimously.**
- Israa Kanfoud presented a second invoice from BCCH for off-site work in the amount of \$130,06.99. Israa reminded the Board that the Town of Wake Forest has committed to reimburse the School for these expenses pursuant to the Reimbursement Resolution executed by the Town and the Board jointly.
 - **Israa Kanfoud moved to approve payment of \$130,06.99 to BCCG for offsite work. Bill Kroll seconded, and the Motion passed unanimously.**

- Governance Committee

Tracy DeMarco

- Tracy DeMarco explained that the General Assembly recently passed legislation, which the Governor signed, requiring every public school board to review and vote on a face covering policy at least once a month. Tracy explained that the Governance Committee is recommending that the School maintain its current Face Covering Policy, which requires all individuals to wear a face covering indoors on campus. Face coverings may be removed when individuals are outside. Staff may also remove face coverings when students are off campus and they are either (a) vaccinated; or (b) able to maintain six feet of distance from others.
 - Tracy explained that Governance's recommendation is based strongly on the fact that the NCDHHS StrongSchools Toolkit allows schools to waive Covid-19 quarantine requirements for unvaccinated students and staff exposed while masked. Accordingly, maintaining the Face Covering Policy will keep students in school and prevent the unnecessary quarantine of healthy students.
 - **Tracy DeMarco moved to approve the Face Covering Policy. Chris DeRienzo seconded, and the Motion passed unanimously. The approved Face Covering Policy is attached to these Minutes as Attachment A.**
- Tracy next explained that Christi Whiteside asked the Board to consider a new leave policy to address the extended absences staff must take in the event of a positive Covid-19 test or direct exposure for themselves or to care for a child who tests positive.

- By way of background, Tracy explained that staff generally receive 6 days per semester (12 per year) to use as sick/personal days. Up to 20 of these days can be carried over from year to year, and any remaining accrued days above 20 are paid out at the end of the school year. If a staff member uses more than his/her allotted leave days, those additional days are unpaid.
 - For the 2020-2021 school year, the Board approved an Emergency Sick Leave Policy that extended 20 emergency leave days that staff could use for any reason related to Covid (quarantine for self, child, etc.). This Policy granted ECS staff leave in an amount that exceeded the emergency leave required by the federal Families First Coronavirus Response Act (“FFCRA”). As a result, staff used an unusually small number of regular sick days in 2020-2021, and, accordingly, the School paid out an unusually large (and unbudgeted) amount of surplus sick days at the end of the year.
 - To strike a balance between 2020-2021 Emergency Sick Leave Policy and the traditional ECS leave proposal, the Governance Committee proposes the following Temporary Sick Leave Policy: Staff who cannot be physically present on campus due to Covid-19 (i.e. to quarantine due to a direct exposure or isolate after testing positive for Covid-19 or to care for a child who must quarantine or isolate) must use six (6) days of general leave. Thereafter, Staff may use fully-paid temporary leave days that will not count against their accrued general leave days. This policy would run through December 31, 2021, and the Board will vote on whether to maintain or revise the policy at its December Board meeting.
 - Chris DeRienzo emphasized that last year’s policy was as forgiving as it could be. With this proposal, the Governance Committee is attempting to find a happy medium between the 2020-2021 policy and the current, more restrictive policy.
 - David Roy asked what would happen to a staff member who needs to quarantine multiple times. Tracy DeMarco responded that once staff use their initial six general leave days, they will be entitled to as many temporary leave days (i.e. paid days that do not count against accrued leave) as needed related to quarantine or isolation for Covid-19.
 - BK asked what Wake County doing for their staff? Ashley Hicks responded that leave is a site-based decision not a system-wide. Schools are making individual decisions on these issues. Ashley stated that she supports the proposed policy because it sets clear rules and expectations. In her view, clear is kind.
 - **Tracy DeMarco moved to approve the Temporary Sick Leave Policy. Chris DeRienzo seconded, and the Motion passed unanimously. A copy of the Temporary Sick Leave Policy is attached to these Minutes as Attachment B.**
- Resource Development Committee **Jaelyn Parks**
 - Jaelyn Parks reported that Fun Fest will take place on October 22, 2021. While Fun Fest has traditionally taken place inside the School, using the Multipurpose Room and individual classrooms, this year the event will be completely outdoors. Jaelyn stated that Resource Development is currently working with Lauren Manfreda and the Development Committee to line up items for the online silent

actions. committee on getting auction items. The Board will once again be hosting the popular wine pull event, and Lauren is seeking wine donations. Resource Development is asking each Board member to donate two bottles, each with a minimum \$15 value. Jaclyn noted that this even sold out in 10 minutes at the 2019 event. Fun Fest tickets will go on sale Monday, September 27th.

- Jaclyn next reported that the first round of theater seat sponsorships is wrapping up. The deadline to purchase for the first round is October 1st, and a link to purchase will be in the Friday newsletter.
- Finally, Jaclyn reported that Resource Development has been talking through ideas to belatedly celebrate the opening of the new building. However, the group plans to delay the celebration until community transmission of Covid-19 lowers.

Director's Update:

- Christi Whiteside reported that Marjan Motamedi joined the ECS staff last week in a floating support role.
- Christi noted that ECS has not identified any in-school transmission of Covid-19 in recent weeks. She noted that changes to the School's lunch and snack procedures—including eating outside when possible—may be contributing to this success. That said, ECS is continuing to review lunch procedures. For middle school, ECS has ordered additional tables to stay inside the Commons as moving tables back and forth from outside to inside is a difficult and slow process.
- Christi noted that carpool has been improving, but acknowledged that it could be better if families stagger their arrivals and work with kindergarteners on getting in and out quickly and independently
- ECS is starting to look at the attendance requirements from the state – unexcused absences and excessive tardies are areas we will be contacting families about.

Additional Items:

- Bill Kroll stated that he would like to schedule a Board planning retreat. This is typically done over the summer, but was postponed this year as the School and Board dealt with finalizing construction.

Public Comment:

- Bill Kroll opened the floor for public comment. No one requested time to speak.

Closed Session:

- Bill Kroll moved to go into closed session pursuant to N.C. Gen. Stat § 143.318.11(a)(1), (6) & (8) at 7:23 p.m. Tracy DeMarco seconded, and the motion passed unanimously.
- Bill Kroll moved to go into open session at 8:25. David Roy seconded, and the motion passed unanimously.

Additional Items: Bill Kroll moved to grant Christi Whiteside the authority to engage Steve Joyner for IT services subject to Board review of contract. David Roy seconded, and the Motion passed unanimously.

Adjournment:

Bill Kroll

Bill Kroll adjourned the meeting at 8:26.